| UNITED STATES OF AMERICA | DO NOT | DO NOT WRITE IN THIS SPACE | | | |
|--|--|--|--|--|--|
| NATIONAL LABOR RELATIONS BOARD | Case | Date filed | | | |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS | 05-CB-253893 | 12/27/2019 | | | |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional D | INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice | | | | |
| occurred or is occurring. | | | | | |
| LABOR ORGANIZATION OR ITS AGENTS AG | | | | | |
| a. Name National Association of Special Police and Security Officers | b. Union Representative (b) (6), (b) (7)(C) | to Contact | | | |
| c. Address 10 G Street, NE, Suite 600, Washington, DC 20002 | d. Tel. No. (b) (6), (b) (7)(C) | e.e. Cell No. (b) (6), (b) (7)(C) | | | |
| | f. Fax No. | g. e-Mail (b) (6), (b) (7)(C) | | | |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment. | | | | | |
| 3. Name of Employer | 4a. Tel. No. | 4b. Cell No. | | | |
| American Security Programs, Inc. | (703)898-1723 | (703)898-1723 | | | |
| | 4c. Fax No. (703)834-8947 | 4d. e-Mail mphinney@securamericall c.com | | | |
| 5. Location of Plant involved (street, city, state, and ZIP code) | Employer representative to contact | | | | |
| 1881 Campus Commons Drive, Suite 105, Reston, VA 20191 | Mark Phinney, Vice President, Government Operations | | | | |
| 7. Type of Establishment (factory, mine, wholesaler) 8. Principal product or service | | Number of Workers employed | | | |

11. Address of party filing charge (street, city, state, and ZIP code)

(b) (6), (b) (7)(C)

Security Contractor

10. Full name of party filing charge (b) (6), (b) (7)(C)

12. DECLARATION

Security Services

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an Individual

Print/type name and title or office, if any

11a, Tel. No.

11c. Fax No.

Cell No. (b) (6), (b) (7)(C)

Address:

(b) (6), (b) (7)(C)

Date:

Fax No.

Tel No.

120

11b. Cell No. (b) (6), (b) (7)(C)

11d e-Mail

(b) (6),

e-Ma (b

(a) (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Since about (b) (6), (b) (7)(C), 2019, the above-named labor organization has attempted to cause and/or caused American Security Programs to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.

Since about (b) (6), (b) (7)(c), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to file and process the grievance of (b) (6), (b) (7)(c) regarding discharge for arbitrary or discriminatory reasons or in bad faith.

On about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to represent (b) (6), (b) (7)(C) during a disciplinary meeting for arbitrary or discriminatory reasons or in bad faith.

Since on or about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing and failing to communicate with (b) (6), (b) (7)(C) for reasons that are arbitrary or discriminatory or in bad faith.

| Case Ca | UNITED STATES OF AMERICA | | DO NOT V | VRITE IN THIS SPACE | | |
|---|---|-------------------------|--------------------------------|---------------------------------------|--|--|
| OS-CB-253893 O7/17/2020 INSTRUCTONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS ACENTS AGAINST WHICH CHARGE IS BROUGHT National Association of Special Police and Security Officers Address OS Street, NE | | | Case | Date filed | | |
| INSTRUCTIONS: File an original of this charge with the NLRR Regional Director of the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGENTS WHICH CHARGE IS BROUGHT 2. Address 10 G Street, NE 10 G Street, NE Sutte 600 Washington, DC 20002 | ORGANIZATION OR ITS AGENTS | | | 07/17/2020 | | |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT National Association of Special Police and Security Officers 2. Address 10 G Street, NE Suite 600 Washington, DC 20002 1. The abover-amed later organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of security (1)(A) (A) (A) (TIC) Security (1)(A) (A) (A) (A) (A) (A) (A) (A) (A) (A) | | ne NLRB Regional D | rector of the region in whi | ch the alleged unfair labor practice | | |
| a. Name National Association of Special Police and Security Officers C. Address 10 G Street, NE Sulte 600 Washington, DC 20002 N. The above-named lator organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Postal Reorganization Act. 2. Basis of the Charge (ser forth a cleer and concise statement of the facts constituting the asloged unfair labor practices. See Attachment. 3. Name of Employer American Security Programs, Inc. 4a. Tel. No. (703)898-1723 4d. East No. (703)898-1723 4d. e-Mell no. (703)898-1723 | | I OP ITS ACENTS AG | VINST WHICH CHARGE IS BE | THOUGHT | | |
| National Association of Special Police and Security Officers 10 G Street, NE Sulte 600 Washington, DC 20002 h. The above-named latkor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section (b) (6), (b) (7) (C) 1. Fax No. 1. Fax No. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alloged unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alloged unfair labor practices) See Attachment. 3. Name of Employer American Security Programs, Inc. 4a. Tel. No. (703)898-1723 | | | | | | |
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| Suite 600 Mark principle of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices and the Practices of Security Programs, Inc. 3. Name of Employer American Security Programs, Inc. 4e. Tel. No. (703)898-1723 (703)898-172 | | | | | | |
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| American Security Programs, Inc. (703)898-1723 (703)898-1723 (4c. Fax No. (703)834-8947 (703)898-1723 (4c. Fax No. (703)834-8947 (703)898-1723 (4c. Fax No. (703)898-1723 (4c. Fax No. (703)898-1723 (4c. Fax No. (703)898-1723 (703)898-1723 (4c. Fax No. (703)898-1723 (4c. Fax No. (703)898-1723 (703)898-1723 (703)898-1723 (703)898-1723 (4c. Fax No. (4d. e-Mail mphinney@securamericall c.com (commons Drive Science of the security o | Oco / Maciniforit. | | | | | |
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| Mark Phinney, Vice President, Government Suite 105 Reston, VA 20191 7. Type of Establishment (factory, mine, wholesaler) Security Contractor Security Services 120 10. Full name of party filing charge (b) (6), (b) (7)(C), an Individual 11c. Fax No. 11d. e-Mail. (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) an Individual (si. Charge) Address: Address: (b) (6), (b) (7)(C) Date: Fax No. | | | | | | |
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| Security Contractor 10. Full name of party filing charge (b) (6), (b) (7)(C), an Individual 11a. Tel. No. 11b. Cell No. (b) (6), (b) (7)(C) 11c. Fax No. 11d. e-Mall (b) (6), (b) (7)(C) 11d. Fax No. 11d. E-Mall (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (c) (d) (e), (e), (f) (f), (f) (f), (f) (f), (f) (f), (f), | | | | | | |
| 10. Full name of party filing charge (b) (6), (b) (7)(C), an Individual 11a. Tel. No. 11b. Cell No. (b) (6), (b) (7)(C) 11c. Fax No. 11d. e-Mail (b) (6), (b) (7)(C) 11d. Fax No. 11d. e-Mail (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (c) (c) Address: (b) (6), (b) (7)(C) Print/type name and title or office, if any (c) (d) (6), (b) (7)(C) Print/type name and title or office, if any (e) (f) (f) (f) (f) (f) (f) (f) | 7. Type of Establishment (factory, mine, wholesaler) | 8. Principal produc | t or service | Number of Workers employed | | |
| (b) (6), (b) (7)(C) 11c. Fax No. 11d e-Mati (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and ZiP code) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (an Individual (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (c) Address: (b) (6), (b) (7)(C) Date: Fax No. | Security Contractor | Security Servi | ices | | | |
| 11c. Fax No. 11d. e-Mali (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (c) (b) (6), (b) (7)(C) (c) (d) (6), (b) (7)(C) (e) Address: (b) (6), (b) (7)(C) Date: Fax No. | 10. Full name of party filing charge | | 11a. Tel. No. | | | |
| (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (c) Address: (b) (6), (b) (7)(C) (c) Print/type name and title or office, if any Cell No. (b) (6), (b) (7)(C) Date: Fax No. | (b) (6), (b) (7)(C), an Individual | | | (b) (6), (b) (7)(C) | | |
| (b) (6), (b) (7)(C) 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (an Individual Print/type name and title or office, if any (b) (6), (b) (7)(C) Address: (b) (6), (b) (7)(C) Print/type name and title or office, if any Cell No. (b) (6), (b) (7)(C) Address: (c) (6), (6), (7)(C) | } | | 11c Fax No | 11d e-Mail | | |
| 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (c) Address: (b) (6), (b) (7)(C) Print/type name and title or office, if any (c) (b) (6), (b) (7)(C) Date: Fax No. | | | 1 101 1 401 1101 | (b) (6) (b) (7)(C) | | |
| (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) (c) (a) Address: (b) (6), (b) (7)(C) Print/type name and title or office, if any (c) (b) (6), (b) (7)(C) Date: Fax No. | 11. Address of party filing charge (street, city, state, and ZIP code) | | | | | |
| 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) an Individual Print/type name and title or office, if any Address: (b) (6), (b) (7)(C) Date: Fax No. | | | | | | |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Tel No. (b) (6), (b) (7)(C) an Individual Print/type name and title or office, if any Address: (b) (6), (b) (7)(C) Date: Pax No. | 12 DECLARATION | | | | | |
| (si | | | | | | |
| (s) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an Individual Print/type name and title or office, if any (b) (6), (b) (7)(C) Address: (b) (6) (b) (7)(C) Date: Fax No. | I declare that I have read the above charge and | that the statements | therein are true to the bes | | | |
| (si Print/type name and title or office, if any (b) (6), (b) (7)(C) Address: (b) (7)(C) Print/type name and title or office, if any (b) (6), (b) (7)(C) Print/type name and title or office, if any (b) (7)(C) | | | | rei No. | | |
| (si Print/type name and title or office, if any (b) (6), (b) (7)(C) Address: (b) (7)(C) Print/type name and title or office, if any (b) (6), (b) (7)(C) Print/type name and title or office, if any (b) (7)(C) | (h) (6) (h) (7)(C) | | | 1 | | |
| (si Print/type name and title or office, if any (b) (6), (b) (7)(C) Address: (b) (7)(C) Print/type name and title or office, if any (b) (6), (b) (7)(C) Print/type name and title or office, if any (b) (7)(C) | $_{B_3}(D)(O),(D)(I)(O)$ | (b) (6), (b) (| 7(C) | 1 | | |
| Address: (b) (b) (7)(c) Pate: Fax No. | | Brint/hone == | an ingividual | Coll No. | | |
| (b) (6) (b) (7)(C) | (Si | - Findupe na | | | | |
| (b) (c), (b) (7)(C) 07/16 /2020 (e-Mail (b) (6) (b) (7)(C) | Address: (b) (7)(C) | | Date; | Fax No. | | |
| 0///6/2020 (b) (7)(C) | (D) (O), (D) (1)(C) | | and 11 | e-Mail | | |
| | 07//6/ | | 01/16/2021 | (b) (6), (b) (7)(C) | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Since about (b) (6), (b) (7)(C), 2019, the above-named labor organization has attempted to cause and/or caused American Security Programs, Inc. to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.

Since on or about (b) (6), (b) (7)(C), 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing and failing to communicate with (b) (6), (b) (7)(C) for reasons that are arbitrary or discriminatory or in bad faith.